Interim Report - ERA Green Paper
Expert Group ‘Researchers’
Mobility - Social Security
Charter & Code

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To identify ways to make ERA attractive, operational and fair, the group produced a first draft of series of **Policy Options**, addressed to **Policy Makers, Funding Agencies, Research Institutions** (of the private & public sector), and indicated their **feasibility, in the short or in the medium term**
The **Suggested Policy Options** concern:

- Recruitment & Career Development
- Gender & Dual Careers
- Mobility & Doctoral Programmes
- Experienced Scientists
- Charter & Code
- Social Security (SS) and Supplementary Pension Schemes (SPS)
RECRUITMENT & CAREER DEVELOPMENT:
- Advertising calls
- Homogeneity of selection procedures
- Including transferable skills in selection criteria
- Building team leaders among next generation researchers

GENDER & DUAL CAREERS:
- Promoting gender representation
- Boosting incentives for dual careers
- Favouring ‘career breakers’ (e.g. returnees & switchers)
MOBILITY:
• Mobility as integral part of researcher cv
• Defining investments/incentives for all the actors
• Introducing caveats on talents drain from less developed countries/regions

EXPERIENCED SCIENTISTS:
• Developing initiatives to make use of their experience
• Exploiting them in time consuming suitable tasks
• Establishing an ‘international placement agency’
CHARTER & CODE:

- Promoting knowledge and awareness
- Accelerating and monitoring implementation by
  - Inserting reference to C&C in grant Terms & Conditions
  - Introducing a C&C label
I - SOCIAL SECURITY (Soc. Sec.):

LEGAL PROPOSITIONS

• Explore specific rules of conflict of law
• Better access to unemployment benefits
• Adoption of the directive on the portability of SPR
Il Soc. Sec.: Short and Midterm solutions

• A Pension Support Centre
• Creation of a Pan-European Fund
  ➢ Carries out pension schemes for researchers in each of the MS
III – Soc. Sec. Long-term solutions

• Interlinking of all national pension registration systems
  ➢ Mobile researchers having easy access to all their pension rights built up through a digital tool
Lisbon Conference – Session on Researchers

- Dynamic nature of Charter and Code (it’s not about contract in stone); “Unbundle” for results on short term; C&C promoters;
- **Mobility and attractive ERA for all**: funding for **costs** associated with mobility; create physical and virtual networks of CoE;
- **Researchers are professionals**: recruitment, equal opportunities for “career breakers” and “returnees”; develop professional models for doctoral programmes.
Thank you for your attention!